

OFFICE OF THE CHIEF OF POLICE

SPECIAL ORDER NO. 9

May 5, 2016


SUBJECT: DISCRIMINATION COMPLAINT - CRITERIA – REVISED

PURPOSE: This Order revises Department Manual Section 3/748.05, *Discrimination Complaint - Criteria*, to reflect the basis of illegal discrimination and harassment in employment as it conforms to the Fair Employment and Housing Act (FEHA) and to be consistent with state law and City policy.

PROCEDURE: Attached is Department Manual Section 3/748.05, *Discrimination Complaint - Criteria*, with the revisions indicated in italics.

AMENDMENT: This Order amends Section 3/748.05 of the Department Manual.

AUDIT RESPONSIBILITY: The Commanding Officer, Audit Division, shall review this directive and determine whether an audit or inspection shall be conducted in accordance with Department Manual Section 0/080.30.



CHARLIE BECK
Chief of Police

Attachment

DISTRIBUTION "D"

DEPARTMENT MANUAL
VOLUME III
Revised by Special Order No. 9, 2016

748.05 DISCRIMINATION COMPLAINT - CRITERIA. A Department employee may file a complaint on any action, procedure, practice, or condition of employment which the employee believes to be discriminatory on the basis of:

- Race;
- Color;
- Religion;
- National origin (*includes language use restrictions*);
- Age;
- *Actual or perceived disability (physical or mental)*;
- Marital status;
- Sexual orientation;
- *Gender*;
- Gender identity;
- Gender expression;
- Creed;
- Ancestry;
- Medical condition;
- *Actual or perceived as having Human Immunodeficiency Virus (HIV)*;
- *Actual or perceived as having Acquired Immune Deficiency Syndrome (AIDS)*;
- Retaliation for having filed *or served as a witness in* a discrimination complaint *or otherwise opposing discrimination*;
- *Denial of Family Care and Medical Leave*;
- *Military and veteran status*;
- *Genetic information*; or,
- *Sex (includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy)*.